

## DIRECTORS

### Executive Directors

**Mr. CHAITEERATH Boonchai**, aged 71, is the chairman of the Company. He is responsible for the strategic planning of the Group's business in the PRC. Mr. Chaiteerath has over 45 years of experience in the leather industry. He is also the chairman and president of Chai Watana Tannery Group Public Company Limited, a tannery company listed on The Stock Exchange of Thailand, and the chairman of the Thai Leather Association. He joined the Group in January 1996.

**Mr. LIAW Yuan Chian**, aged 49, is the managing director of the Company and founder of the Group. He is also the general manager of the Group and is responsible for the overall planning and development, corporate policy making and management of the Group. Mr. Liaw has over 25 years of experience in the tannery business. He joined the Group in October 1992.

**Mr. SHIH Chian Fang**, aged 44, was appointed as Executive Director in May 2001. He is also the executive vice general manager of Jiangmen Hua Lien Tannery Co. Ltd. (the "Jiangmen Hua Lien"). Mr. Shih has over 20 years of experience in the tannery business. He joined the Group in October 1992.

### Independent non-executive Directors

**Mr. FU Heng Yang**, aged 51, has been an independent non-executive director since October 1999, is a director of a listed company in Taiwan. He holds a Bachelor of Economics degree from Cultural University, Taiwan. He has over 20 years experience in accounting and finance.

**Mr. YU Chi Jui**, aged 50, has been an independent non-executive director since May 2001. He has over 15 years experience in sales and marketing in Taiwan and the PRC.

**Ms. LI Xiao Wei**, aged 33, was appointed as independent non-executive director in September 2004. He has over 4 years experience in sales and marketing in the PRC.

### Senior management

**Mr. LIN Chi Long**, aged 68, is the executive vice general manager of the purchasing and sales departments of the Group and a founding member of the Group. He is responsible for purchasing, sales and marketing of the Group. Mr. Lin has over 45 years of experience in the leather and shoe industry. He joined the Group in October 1992.

**Mr. WAN Hok Shing**, aged 38, is the financial controller and company secretary of the Group. He is responsible for the overall accounting and financial matters of the Group. Mr. Wan holds a bachelor's degree with honours in hospitality management from the Hong Kong Polytechnic University, a diploma of legal studies with distinction from the University of Hong Kong and a diploma of logistics management from the Institute of Supply Chain Management. He has over 12 years of experience in auditing and accounting. Prior to joining the Group in August 1999, he worked for a listed company in Hong Kong and has over four years of working experience in an international accounting firm. He is a fellow member of the Hong Kong Institute of Certified Public Accountants and the Association of Chartered Certified Accountants, an associate member of the Institute of Chartered Secretaries and Administrators and the Hong Kong Institute of Company Secretaries and a member of the Institute of Supply Chain Management.